

POLICE CONDUCT OVERSIGHT COMMISSION
January 13, 2014
Policy and Procedure Committee
Chair Report

Chair Brown and Commissioners:

The Policy and Procedure Committee met on December 16th. All committee members (Commissioners Singleton and Buss) were present as well as OPCR's Ryan Patrick. Complete agenda and meeting minutes are available on the committee website: <http://www.ci.minneapolis.mn.us/civilrights/conductcomm/WCMS1P-122238>

Agenda Items Discussed:

Ongoing Business

Research and Study Status Updates/ Pending Information Requests

- Mr. Patrick addressed the Committee. The following are the main points of the discussion:

- The Cultural Awareness Study is complete; the Coaching Study should be complete in the near future.
- There has been some discussion on looking at MPD statistics regarding suspicious vehicle and person stops; roughly 26,000 incidents per year but unclear what portion are converted to arrests. Report continued with discussion on variables that could be incorporated into the analysis, such as specific demographic, ward, precinct, and location.
- Pending information request consists of an email to Director Browne regarding the Discipline Matrix and current review of Code of Conduct Policy by OPCR and MPD.

Stop and Frisk Data Reporting

- Discussion continued on the recent referral of Stop and Frisk Reporting and Data Collection. Recent City Council action directed the development of a report on police stops. An email was received from Council Member Gordon outlining their project. We will continue to engage with the city as this develops and to add layers of data that may not be included in their evaluation.

Code of Conduct Policy

- The Code of Conduct Policy (5-100) was referred to the P&P Committee for discussion and recommendations regarding policy language and the relationship to the discipline matrix. This is an area that has already been identified by the MPD and OPCR as an area of concern. In order to avoid duplication of effort, the committee will work with the OPCR to determine what work has already begun in this area. From there, recommendations will be made to clarify the policy and resolve inconsistencies.

- An email was sent to Director Browne regarding the status of any current evaluation of the policy and Discipline Matrix being conducted by the OPCR and/or MPD. He recommends a meeting with Commander Granger to discuss. Details TBD.

Body Camera SOP

- Discussion continued regarding the review of policies currently in place in other jurisdictions. The committee also reiterated the request that PCOC have a representative at the table for body camera policy development and review.

Cultural Awareness Training

- The committee was unable to make a recommendation or motion at the last full Commission meeting due to lack of quorum, however we will begin developing an implementation plan including the types and content of training options as well as timelines for implementation. As development progresses, this information will be presented to the Commission for acceptance and recommendation. Once completed and approved by the full commission, it will then be presented to the department for official recommendation.

New Business

Discussion of Cases referred by Commission

- No new cases referred to the committee from the December PCOC meeting due to lack of quorum.

Moving Forward

- Next scheduled meeting is January 27th
 - o The agenda will include status updates of existing programs of research and study, ongoing information requests, and further discussion of previously referred cases;
 - o New business will be determined based on referrals from Commission meetings.

Respectfully submitted,

Andrew Buss
Chair, Policy and Procedure Committee
Minneapolis Police Conduct Oversight Commission

Cultural Awareness Training Recommendations *(Originally presented 12/9/14 to PCOC)*

- Based on discussions in the P&P Committee, the following recommendations are proposed:

As detailed in the Cultural Awareness Training Report which was presented at the November 2014 PCOC meeting, there are a number of potential methods to present cultural awareness training. The report outlines the general process as well as the strengths and concerns for each method. As previously discussed, all options in the report are of value and all should be viewed as a part of a long-term, tiered training approach. It is recommended that we begin with the most readily available materials as we delve deeper into a more comprehensive training program in the future.

The first level would be to implement pre-recorded training topics with associated workbooks or resource materials.

The second level would include POST certified topics, consisting of those that may be available currently, as well as those we may choose to develop internally and/or through contracted entities with the goal of POST certification.

The third level would be the development of in service, stand-alone training topics which could also include the use of the first level (pre-recorded) materials to allow the limited amount of time available for face-to-face training to focus on the topic while using the level one material to get individuals up to speed.

The fourth level would consist of targeted continuous training. This would allow for a grouping of required and recommended training based on longevity, position/rank, etc. This being the more complicated level would require more time to implement as well as the use of content developed in the earlier levels.

This, being a long-term continuous learning approach, will take an extended period to create as well as significant buy-in from all involved. Resources will also be considered, although there are materials already developed by other agencies that may help to minimize these costs in both time and money.

If this approach is approved by the PCOC, I and/or the committee will meet with Mr. Patrick to begin drafting the actual implementation plan and determine an initial timeline for development of levels one and two. Specific points to consider in drafting the implementation plan would include acknowledgement of MPD 2.0 and Impartial Policing, to ensure training complements and enhances initiatives that are already in place. Additionally, the development would be specific to police, utilizing scenario-based training.

Motion: The PCOC accept the recommendations of the Policy and Procedure Committee in the development of the Cultural Awareness Training Implementation Plan, which once developed, would be returned to the full commission for approval.

Council Member Gordon Email:

Gordon, Cam A.

12/15/14

to _____

All,

The following action was passed by the Minneapolis City Council last week. Part of it includes a staff direction focused on recording data about police stops that do not necessarily result in a police report or an arrest. This would include the so called “stop and frisk” activities that I believe members of the PCOC is working on.

This staff direction may present an opportunity for us to better understand and address institutional racism, racial profiling and discrimination in Minneapolis’ criminal justice system. I welcome your involvement in this step to help leverage it into longer term benefit. Please read the action carefully and note that the report may not even come back until early next summer and that even then the report and policy recommendation could be incomplete. Please feel free to share this information and let me know if you (or others) have any questions about it.

“Motion by Gordon and Yang, approved on December 12 by the full City Council.

Directing the Police Department and City Attorney’s Office to provide data on misdemeanor arrests, charging, prosecution and diversion by race, gender, age, geography, and offence for the years 2010-2014, and report back to the Public Safety, Civil Rights and Emergency Management committee in the second quarter of 2015.

Further directing the Attorney’s Office and Police Department to make recommendations concerning the development of a policy and potential protocol for the recording and reporting of demographic information, especially race and location, of police stops that do not necessarily lead to an arrest, and to report back with recommendations regarding this in the second quarter of 2015.”

Thank you all for your help with this issue and for all your service to the city,

*Cam Gordon
Minneapolis City Council Member, Second Ward*